

# NC Department of Administration



March 2019

## Monthly Messenger

Volume 1, Issue 3

### A Note From The Secretary — Census 2020 & DOA Updates



DOA Team,

April 1 kicks off the one-year countdown to the 2020 Census and North Carolina is gearing up to ensure a complete and accurate count of all of its residents. I have the privilege of serving as the chair of the NC Complete Count Commission and members of our Communications Office serve as staff to the Commission.

The Commission, in coordination with the U.S. Census Bureau and community partners throughout the state, is working to help raise awareness about the importance of census participation and to identify and overcome challenges in reaching hard-to-count populations.

The census count touches all of us as census data is used to make many important, but often overlooked, economic, political and social decisions that impact our daily lives – from the number of people who represent North Carolina in Congress to the amount of federal funds the state receives for education and health care.

The 2020 Census will determine how more than 100 federal programs will distribute more than \$600 billion in funding to the states, including an estimated \$16 billion for critical community services in North Carolina like housing, economic development, Medicaid, Medicare Part B, the Supplemental Nutrition Assistance Program, highway planning and construction, Title 1 grants to school districts and more.

You can learn more about the 2020 Census and what you can do to make NC count at [census.nc.gov](https://census.nc.gov).

Just as the census will be gathering data used to make key decisions, I am glad to be conducting a series of meetings with front-line personnel in each division to hear directly from you about what's working and where we can improve here at DOA.

***Continued on Page 2***

#### Inside this issue:

Note from Secretary Continued	2
Indian Unity Conference	2
Women's History Month	3
Women's History Month Continued	4
Irish-American Heritage Month	4
Executive Order No. 80	5
Upcoming Department Events	6
Questions, Comments or Suggestions?	6

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### **Note from Secretary, Cont.**

I've visited with employees from half a dozen DOA divisions, so far, and will be visiting with non-managerial employees from all remaining divisions over the next few months.

One of the issues I've heard in multiple divisions is that some of our employees have to work two or three jobs to make ends meet. Please know that I am honored by your honesty in sharing this with me. I value your commitment to DOA and, in turn, I commit to advocating for our employees whenever and wherever I can.

Another issue that's come up is a desire to create more understanding across divisions about the work that each of you do. We will be acting on one of the suggestions from these meetings and will begin featuring one division each month in the DOA newsletter, starting with Surplus in the April issue.

Thank you for all of your feedback and suggestions, and rest assured that you will be hearing more about additional follow up both here and within your divisions.

Regards,

Machelle Sanders  
NC DOA Secretary

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## **44th Annual North Carolina Indian Unity Conference**

This month, tribes from across the state convened for an annual three-day conference to network, celebrate culture and traditions and discuss various issues affecting the American Indian community.

The 44th Annual North Carolina Indian Unity Conference was held March 7—9, 2019, in the heart of North Carolina at the North Raleigh Hilton hotel. Prior to the conference's opening ceremony, members of the NC Commission of Indian Affairs gathered for a quarterly meeting.

Department of Administration Secretary Machelle Sanders offered department updates and Commission Committee Chairs presented reports on subjects matters pertaining to Indian child welfare, education, veterans and state recognition requests.

Immediately proceeding the quarterly

meeting, the President of the United Tribes of North Carolina, Gwendolyn Chavis, opened this year's conference with welcome remarks followed by guest speaker, Corey Branch, Council member and City of Raleigh Pro Tem.

Nearly 200 participants attended the conference, which included workshops and special presentations centered on the theme, "Strength from Within: Rekindling Tribal Traditions. Conference workshop sessions included topics ranging from opioid addiction to the

2020 Census.

On Friday, both Governor Roy Cooper and Jefferson Keel, President of the National Congress of American Indians, presented during the conference's awards and recognition banquet.

The Unity Conference concluded with the presentation of 11 scholarships to students, a special presentation awarding American Indians for excellence in art.

For more information on the Commission of Indian Affairs and upcoming events, please visit their [website](#) for further details.

**Contributing Writer: Greg Richardson,  
Commission of Indian Affairs Director**



Unity Conference Opening Ceremony

## Women's History Month - Honoring Accomplishments and Spreading Awareness

### Women's History Month Celebration

The Department of Administration's (DOA) Council for Women and Youth Involvement and the Department of Natural and Cultural Resources (DNCR) partnered to honor the accomplishments of female North Carolinians in a Women's History Month Celebration.

On March 28, 2019 nearly 200 guests gathered in the East Building of the North Carolina Museum of Art (NCMA) in Raleigh to hear public service leaders in a panel discussion titled, *She Changed the World: NC Women Breaking Barriers*, an initiative created by DNCR.

Guests of honor included First Lady Kristin Cooper and the first African American Poet Laureate, Jaki Shelton Green. The panel discussion was moderated by Jenny Black, NC Council for Women Advisory Board Chair.

During the discussion, panelists Elaine Marshall, NC Secretary of State; Susi Hamilton, DNCR Secretary; and Machel

Sanders, DOA Secretary shared their experiences in public service and offered advice for future leaders.

The event concluded with a reception and special ceremony honoring female leaders who are "on the rise" in their respective careers. During the ceremony, the event moderator and each panelist recognized a honoree for their work in the community and to continuing the legacy of empowering women across the state.

While many accomplishments have been made by women in our state and across the nation, the Council for Women and Youth Involvement recognizes that more work is needed to achieve equity for women. And thus far, North Carolina has made some strides to improving the status of women across the state.

### Executive Order No. 82

Governor Roy Cooper's signing of [Executive Order No. 82](#) supports recommendations

outlined in the [2018 Status of Women in North Carolina: Employment and Earnings Report](#) released by the Department of Administration's Council for Women and Youth Involvement this spring.

One of the recommendations mentioned in the report, compiled by the Institute for Women's Policy Research, is to create policies to support work-life balance. Executive Order No. 82 mandates that state agencies provide requested workplace adjustments to pregnant state employees.

It also requires the NC Office of State Human Resources to educate agency management and other staff about program protection obligations and employee rights and to take steps to prevent discrimination, harassment and retaliation against pregnant state employees.

*Continued on Page 4*



Event panelists, moderator, honorees and host



From left to right: Meredith Chorale, event host, NC poet laureate and NC First Lady



## Women's History Month, Cont.

The Status of Women in North Carolina: Employment and Earnings Report is one of four reports to be released by the NC Council for Women and Youth Involvement in collaboration with the Institute for Women's Policy Research.

In a continuous effort to improve the gender wage gap and outlook concerning women's health and reproductive rights, political participation, and challenges involving poverty, the Council for Women and Youth Involvement is helping to spread awareness with the release of the second Status of Women in North Carolina report this year.

### The Status of Women in North Carolina: Health and Wellness Report

The Status of Women in North Carolina: Health and Wellness Report is scheduled for release this spring.

Preliminary results from the report reveal the

need for Medicaid expansion, particularly in rural counties where resources are limited to treat patients needing prenatal care or those experiencing strokes and heart attacks.

North Carolina ranks 9<sup>th</sup> in the nation for stroke and infant mortalities. Rural counties had the highest mortality rates concerning strokes and infants. Heart disease was also found to be prevalent in such counties.

In addition to fighting for better health care for women and children in our rural counties, more work is also needed in regards to equal pay. Next month, please join the Council in honoring Women's Equal Pay Day!

### Women's Equal Pay Day

Equal Pay Day was originated in 1996 by the National Committee on Pay Equity to help bring awareness to this growing issue and to encourage change. Since women earn disproportionately less than men, oftentimes they must work longer for the same amount of

pay. For every dollar earned by a male in North Carolina, females earn 80.9 cents.

The wage gap is even greater for women of color. This year, Equal Pay Day is Tuesday, April 2, 2019. To learn more about where women stand in North Carolina concerning employment and earnings, please visit the NC Council for Women and Youth Involvement [website](#) to read the full Status of Women in NC report.

**Contributing Writer: Emily Roach, NC Council for Women and Youth Involvement Deputy Director**



Event panelists

## Irish-American Heritage Month

Are you among the 9 percent of North Carolina's population with Irish-American ancestry? The Department of Administration (DOA) celebrated Irish-American Heritage Month on Friday, March 15, in the first floor lobby of the DOA building.

DOA employees joined for cake and social time in a "Take-a-Break Celebration" to honor the many contributions made by Irish-Americans in our society.



Cake and punch were provided in honor of this special month



Bryan Brannon, Fiscal Management Director and Mark Edwards, Deputy Secretary of Asset Management, enjoying Irish-American Heritage Month celebration



Secretary Sanders tests the knowledge of DOA employees on Irish-American culture

## How Much Do You Know About EO 80?

On October 29, 2018, Governor Roy Cooper signed an Executive Order to address climate change in North Carolina and to transition our state to a clean energy economy. Planning is currently underway to make North Carolina a more environmentally friendly state. The projected goal for year 2025 is for the state of North Carolina to accomplish the following:

- Reduce statewide greenhouse gas emissions to 40% below 2005 levels,
- Increase the number of registered, zero-emission

vehicles to at least 80,000,

- And reduce energy consumption per square foot in state-owned buildings by at least 40% from fiscal year 2002-2003 levels.

So here is a quick quiz. Do you know where North Carolina ranks among other states for eco-friendliness? Just for fun, test your knowledge by completing the questions below! The answers can be found at the bottom of the page. Don't cheat!

### Quick Quiz

1. In 2018, which state ranked the highest in the nation for eco-friendliness?  
A. Oregon  
B. Vermont  
C. New York
2. In 2018, where did North Carolina rank on the list of most environmentally friendly states?  
A. 8th  
B. 22nd  
C. 40th
3. True or False. When it comes to practicing eco-friendly behaviors, last year North Carolina ranked 32nd in the nation.
4. What U.S. state, in 2018, ranked overall as the worst environmentally friendly state in the nation?  
A. Kentucky  
B. West Virginia  
C. Alaska  
D. North Carolina



## Upcoming Department Events

### APRIL 2019

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- Sexual Assault Awareness Month
- National Volunteer Month
- One-year Countdown to Census 2020 (April 1)
- Women Equal Pay Day (April 2)
- NC Indian Child Welfare Gathering (April 4)
- National Volunteer Week (April 7—13)
- HUB Vendor Orientation Training (April 9)
- NC Complete Count Commission Meeting (April 11)
- HUB Strategic Purchasing Team Meeting (April 16)
- Commission on Inclusion Meeting (April 17)
- State Procurement Conference (April 23)
- Monthly HUB Capital Project Coordinators (CPC) Meeting (April 25)
- MLK Commission Meeting (April 26)

### MAY 2019

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- State Internship Program Begins
- HUB Vendor Orientation Training (May 15)
- Governor's Advisory Council on Hispanic/ Latino Affairs (May 16)
- Council for Women Advisory Board Meeting (May 16)
- Domestic Violence Commission (May 17)
- HUB Strategic Purchasing Team Meeting (May 21)
- Monthly Capital Project Coordinators Meeting (May 23)
- Youth Advisory Council Meeting (May 23)

For additional upcoming events, please visit the [DOA SharePoint site](#) for details.

## Questions, Comments or Suggestions?

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We welcome your feedback and suggestions for newsletter content! If you have a comment, story idea, event, employee or division profile you would like to see featured, please send an email to [communications@doa.nc.gov](mailto:communications@doa.nc.gov).

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